

Be a mentor that can **S.H.I.E.L.D** your mentee



This resource is intended to empower mentors in becoming effective allies for mentees from diverse minority backgrounds. Included are insights and resources for you to deepen your understanding and expand your abilities in navigating the unique challenges your mentee may face.

SUPPORT:



H - Healing

- Display understanding and compassion towards your mentee's experiences^{1,2}
- Actively listen and validate their emotions, thoughts, and concerns, demonstrating sensitivity to their unique situation
- Prioritize their well-being by encouraging self-care practices³



I - Identity exploration

- Help your mentee delve into their identity and comprehend the impact of their experiences^{2,4,5}
- Help create a safe and inclusive environment where they can reflect on their values, beliefs, and cultural background, fostering self-awareness and personal growth⁵



E- Education

- Foster learning and consciousness about racism and microaggressions
- Equip your mentee and peers with educational materials and resources to deepen their understanding of these issues⁶
- Collaborate to identify strategies through which they can actively advocate for change



L - Leadership

- Empower your mentee to assume a leadership role in addressing racism and microaggressions within the workplace or community³
- Assist them in developing effective strategies to raise their voice against discrimination, promote equity, and foster inclusion⁶



D - Documentation

- Aid your mentee in documenting instances of abuse, racism, or microaggressions⁶
- Encourage them to maintain detailed records of dates, times, locations and descriptions of each incident
- Documentation can serve as evidence if they choose to pursue formal channels



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Helpful resources:

Healing resources:

A Guide to Finding Therapy for People Dealing with Trauma:

https://www.uhn.ca/PatientsFamilies/Health_Information/Health_Topics/Documents/Guide_to_Finding_Therapy_for_People_Dealing_with_Trauma.pdf

The Ontario Psychotherapy and Counseling Program and Referral Network:

<https://referrals.psychotherapyandcounseling.ca/>

Educational resources:

Human Rights at Work 2008 - Third Edition - Grounds of discrimination: definitions and scope of protection

<https://www.ohrc.on.ca/en/iii-principles-and-concepts/3-grounds-discrimination-definitions-and-scope-protection>

Be a Better Ally - Harvard Business Review

<https://hbr.org/2020/11/be-a-better-ally>

How to be an ally in the workplace: 13 ways to do it - TED

<https://ideas.ted.com/how-to-be-an-ally-in-the-workplace-13-ways-to-do-it/>

Coping with Race Related Stress - York University

<https://counselling.students.yorku.ca/coping-with-race-related-stress>

Documentation resources:

Filing claims of discrimination - Ontario Human Rights Commission

<https://www.ohrc.on.ca/en/filing-claims-discrimination#:~:text=The%20Human%20Rights%20Tribunal%20of,%2D866%2D598%2D0322.>

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